

Appendix C

APPLICATION FOR OPTION 3 PILOT BASED TEAM BASED VARIABLE PAY

COVER PAGE

Due October 1, 2001

District _____
AEA _____

Participating Attendance Center(s)

Building _____ Grades at site _____ Student population _____
Address _____

Principal's Name _____

Building _____ Grades at site _____ Student population _____
Address _____

Principal's Name _____

Building _____ Grades at site _____ Student population _____
Address _____

Principal's Name _____

(Attach additional sheets if there are more than three participating attendance centers – this will not be counted in the number of pages specified for the application.)

Local Board Approval Date _____

(Attach board minutes indicating approval of each attendance center's goals and plan for distribution of dollars if goal(s) are attained for each participating attendance center.)

Acceptance as a pilot district will include willingness to collect and submit data and information requested by the Department and the legislative oversight committee for study and to determine future legislative recommendations for team-based variable pay.

Superintendent's Signature _____ **Date** _____

Contact person at each participating attendance center(s)

Name _____ Phone _____ E-mail _____

Name _____ Phone _____ E-mail _____

Name _____ Phone _____ E-mail _____

Application for Option 3 must be received at the Department by **October 1, 2001**, for consideration as a pilot. The application must be in hard copy, not exceed five pages for each attendance center, contain this cover page, and a copy of the local board minutes indicating the information described above.

Return completed application to:

Judy Jeffrey, Administrator
 Division of Early Childhood, Elementary and Secondary Education
 Department of Education
 Grimes State Office Building
 East 14th & Grand Street
 Des Moines, Iowa 50319-0146
 Criteria for Participation in Team-Based Variable Pay Pilots

Narrative application is not to exceed five pages (with font size no less than 10 point) for each participating attendance center. Each applicant district must include data (where applicable) and information for each criteria for each participating attendance center. The Department reserves the right to select districts for pilot status that not only meet the criteria but also will provide a representative sample of different size school districts and attendance centers with differing characteristics.

Required Minimum Criteria (Sufficient evidence for meeting each underlined element in the minimum criteria must be available in the district application in order to be considered for pilot status.)

1. Assessment System:

- At least one valid and reliable standardized assessment measure for at least reading and mathematics must provide for a pre and post assessment of student progress on a school year basis. Either the use of the same assessment measure or an equivalent measure(s) on a pre-post basis must assess improvement. If equivalent measures are used, the district must demonstrate equivalence of the measures used. The approximate times that the pre and post assessment measure(s) are administered should be included in the application. If data are already available from the pre-assessment for the participating attendance center(s), it should be submitted to the Department with this application or upon administration of the measure(s).
- Valid and reliable multiple assessments (these are in addition to ITBS and/or ITED) in at least reading and mathematics must have been administered to all students at the attendance center site for at least two years before application for pilot status. Assessment data shall be included in the application which documents subgroup achievement and performance levels for the multiple measures used to determine progress on the attendance center's annual improvement goals.

2. Attendance Center Annual Improvement Goals:

- Each participating attendance center must have academic goals in the areas of reading and mathematics and may have science. The goals must indicate the expected gain in performance. Information in the application must include the mathematical procedure to be used to determine performance increases.
- Evidence of the data for which the goal(s) is established must be included in the application. If a science goal(s) is established, then evidence for the assessment system criteria listed above must be documented and the science data must be

- included. The goals shall demonstrate alignment with the district-level goals included in the CSIP.
- The assessment measures must be specified which will be used to document achievement of the goals. One of the assessment measures that documents achievement must be a pre_and post measure used during the school year. Validity and reliability information must be provided for the assessment measures.
3. Local Board Approval:
- The method for provision of financial rewards at the attendance center level upon achievement of the goals has been determined at the local level and is approved by the local board.
 - The local board must approve each participating attendance center's goals, the assessment measures to be used to document growth and the expected annual gain for each of the goals.

Criteria for Pilot Participation that Demonstrates Readiness: Each narrative application should provide evidence for the following readiness criteria: attendance center's willingness to participate in the pilot, professional development plans for the attendance center, availability and use of data at the attendance center, and involvement of all attendance center staff in achieving attendance center goals.